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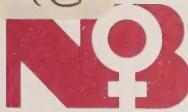


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**Advisory Council on the Status of Women
Conseil consultatif sur la condition de la femme**

PART-TIME WORK: LIBERATION OR EXPLOITATION?

SUBMISSION TO

THE COMMISSION OF ENQUIRY INTO

PART-TIME WORK

BY

THE NEW BRUNSWICK ADVISORY COUNCIL ON THE STATUS OF WOMEN

HALIFAX, NOVA SCOTIA
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The Advisory Council on the Status of Women is a body for consultation and study, created in 1977 to advise the New Brunswick government on matters related to the status of women. Our mandate includes bringing before the government and the public matters of interest and concern to women.



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Part-time work.... What working person hasn't dreamed of that panacea? Fewer hours in the office, factory or store; more hours for our personal development, the family and the community; greater balance and less stress in living our public and private lives. And imagine how tempting part-time work appears to women with dependants, women whose traditional education and actual economic needs have formed them to accept the double role of primary care-giver in the home and secondary worker in the labour force. Without a secure nation-wide system of day care, working parents, and working mothers in particular, are tired ...tired and anxious. They must work to meet the needs of their families. They want to work to participate in social and economic production of the nation, but who will share their task of child care, and where is the national day-care structure which would permit working parents to fulfill their family and social responsibilities without being torn between the two? Part-time work may seem a panacea for these ills, but it is not. Not for women seeking economic equality and independence, not for working women with dependants, and not in its actual undefined, unprotected form in Canada.

To understand why, let's first look at some of the fundamental changes taking place in our personal and social attitudes and expectations within the Western world - changes which are manifested in this increased interest in part-time work. The industrial revolution of the 19th and 20th centuries transformed entire rural agricultural communities into urban industrial workers, attached to their workplace and separated from their families by long and rigid work schedules. Through technological advances and union concern, production and wages have increased and the work schedule shortened. Now workers at all levels are rediscovering and giving higher priority to a balanced life-style...one in which the individual can marry work and family, personal and community development - with satisfaction.

This change towards a "new" value of a balanced life is closely linked with another fundamental change in our social philosophy, that of men and women's roles within the family and within society. Initially, industrialization separated families on a permanent year-round basis, not only in time and space, but also in the definition and value of their members as paid workers, unpaid workers and dependants. Men's principle activity became production outside the household in exchange for currency - to be traded for survival goods other than those that could be produced at home. Women's major responsibilities became household production and care of children, animals, plants and cottage industries...but as currency became the most valued form of work reward, the value of unpaid household work, women's work, diminished.

Men and women have never, in my opinion, fully accepted this separation - separation of the sexes in the daily endeavours and goals, separation between work life and family life - a separation which we reject instinctively as unnatural. We have only to consider men's longing to return to homelife, private life, evident in the union priority of shorter work weeks...also evident in their jealous complaints about the "easy" life of traditional homemakers, "protected" from the competitiveness of the labour market! Or consider the homemakers' desire to satisfy personal, family and national economic needs by returning to the workforce, even though they know the tiring double-load that awaits them. Basic human needs, as well as technological advances, seem to be pushing men and women to close the gap between the sexes in work and family life.

The need for social structures to facilitate this reunification of family and work responsibilities within a balanced life-style is very evident in the modern-day plight of single parents, who are, for the most part, women. The ever increasing number of single-parent families⁽²⁾ is an important sign-post in our society. They mark the choice and determination of thousands of our citizens to make family life a willing choice, by love, and not an obligation, by economic dependence.

This is perhaps the basic ideological change taking place in our society: women are, and are becoming financially autonomous.

It has been said that without the tools for economic survival, personal independance is but an "intellectual nicety". Women have recognized that truth and are now participating in unprecedented numbers in the economic production of this country. Analysts predict that within this century, 65-70% of adult women will be in the labour force...a very significant increase from a participation of 28% in 1960.⁽³⁾

And now that women are contributing to the Gross National Product, who will contribute to family support services? Is part-time work a real alternative for women seeking financial autonomy and full participation in the socio-economic life of our country? Or is part-time work simply a palliative measure offered by governments who wish to reduce unemployment figures during a recession, while maintaining the traditional sexual segregation of the family and workplace?

We will address these and other concerns in our brief, but let us first define part-time work, discuss some of its common forms, and describe the situation of many Canadian part-time workers.

The International Labour Office has defined part-time work as "regular, voluntary work carried out during working hours distinctly shorter than normal." "Regular", because the work takes place on a regular basis, daily, weekly, or monthly, with a permanent aspect like that of full-timers. "Voluntary", because workers must have a real choice between full- and part-time employment.⁽⁴⁾ The Toronto Board of Education has gone even further: it defined part-time as "that (work) for which job security and all benefits are pro-rated, i.e. allocated proportionate to the amount of time worked".⁽⁵⁾

For legislative clarity and justice, most specialists recommend that law reform recognize two distinct categories of part-time work, each with appropriate levels of protection: permanent regular part-time work as the first, and temporary, seasonal or casual part-time work as the second.⁽⁶⁾

We are all familiar with the common forms of part-time work in Canada: the supply teacher, the nurse on-call, the hotel and restaurant servers, the office overload workers, the night-time cleaning personnel, the evening and weekend staff in department stores. The less familiar forms of part-time now being tried include job-sharing⁽⁷⁾ in the office and teaching workplace, and mini- or "mothers'" shifts⁽⁸⁾ in some manufacturing firms.

But who are these part-time workers? What is their situation and what are their needs?

Statistical analysis in Canada and the United States give us an interesting profile of part-timers: women hold some 72% of part-time jobs in Canada, which, by Statistics Canada's definition, offer less than 30 hours of work a week. In fact, the average part-timer works 14.2 hours a week, at or near the minimum wage.⁽⁹⁾ Part-timers are a large work force: some one and one-half million or one out of every seven working Canadians; the part-time work force is increasing by 12.5% annually, much faster than the full-time work force.⁽¹⁰⁾ 25% of part-time female workers are employed in clerical positions⁽¹¹⁾ which will be either wiped out or radically transformed within the century by microtechnological advances.⁽¹²⁾ More than 55% of part-timers could be considered permanent employees because they have held their positions for more than one year. 98% of part-timers have but that⁽¹³⁾ one part-time job, and one out of three part-timers are single, with or without dependants. Two-thirds of women working part-time are married⁽¹⁴⁾ and the National Council of Welfare has estimated that, without two incomes, the number of poor Canadian families would increase by 51%!

And poverty, even by official statistics, is on the rise. Consider the fact that in 1974, 9.8% of families and 28.9% of singles in Canada were poor. Those figures have risen to 12.2% or 745,000 families and 39.6% or 1,041,000 individuals in 1980. In the Atlantic provinces, the truth is ever harsher - 1 in 6 families and 1 in 2 single persons are poor.⁽¹⁵⁾

Let's take a closer look at the life situation of part-time workers: the married woman, over 25 with or without children who makes up two-thirds of the part-time female work force.⁽¹⁶⁾ If she's lucky, she works regular evenings in a department store - relatively clean work in pleasant conditions. She may, however, be on call to serve tables at a restaurant, or cleaning offices, ashtrays, and wastebaskets on weekends. In all cases, she is away from home during her family's leisure hours. .

She cannot stop work because the mortgage, the groceries, the education for the children and one sweet summer holiday for the parents, depend on their joint income. She cannot fall sick, because most part-timers accumulate no sick leave and have no wage insurance. If she's injured on the job in New Brunswick, even though the Worker's Compensation Board will compensate her with 90% of her salary, her compensation will likely be inadequate. If she becomes pregnant, her employer may "lose interest" in her services, so her chances of a paid maternity leave become almost non-existent - and what hope does she have that her job seniority will be protected while she's out of the force?

Should she be laid-off - and part-timers are more vulnerable than full-time workers in this aspect as well - unemployment insurance benefits will be out of the question if she has worked less than 15 hours a week or earned a weekly salary of less than \$70. And if she does qualify, her benefits will likely be near minimum since payments depend on contributions.

As for her long-term prospects, they aren't bright either. She may contribute to the Canada Pension Plan only if she earns at least \$1600 a year or about 9 hours a week at the minimum national wage. Some part-time workers in a major Canadian department store work an average of 8 hours every two weeks. Even if she may contribute, her part-time salary will earn her a part-time pension. It is not by accident that two out of three widows in Canada live in poverty. ⁽¹⁷⁾

Because part-time work is almost always low-skill, repetitive jobs, her chances for gaining higher experience, training or promotions are severely limited. Had she thought of part-time work as a way of reentering full-time employment, she will likely be disappointed. Analysts state that part-time rarely leads to full-time work. She is boxed into a dead-end situation. These women should be turning to their unions for support - but where are they? In the retail and service sectors, only a small percentage of full-time employees and an infinitesimal percentage of part-timers, particularly women, are protected by collective agreements.

Now let's take this same married woman with children and separate her from her full-time working husband. One out of three Canadian marriages do, in fact, break up.⁽¹⁸⁾ More than four out of five single-parent families are headed by women⁽¹⁹⁾ of which 57 % weren't working outside the home in 1976.⁽²⁰⁾ In New Brunswick, more than 10,000 single-parent families are receiving social assistance.⁽²¹⁾ Now add the fact that in New Brunswick, for example, a person on social assistance must reimburse cent for cent any amount earned over \$200 a month. Does a full-time single parent with a part-time job stand a chance? And what about the children growing up in economic hardship and state-fed dependency?

Now let's consider the plight of an older woman - she's 61, her husband dead after years of seasonal work and some bad health, her inheritance little and her earnings less - she doesn't qualify for the old age pension yet, nor for the spouse's supplement, because her husband died before he was 65. She has worked part-time on and off since the last child left home, but has never earned enough to contribute to the Canada Pension Plan. Her house needs repairs she cannot pay, and transportation to and from her part-time cleaning job is difficult, because her driving vision is deteriorating. She is poor now, but what about later? Is part-time work a solution for these women, or is it not part of the problem?

The truth is part-time work and part-time income can only be acceptable when there is another source of income for the individual or family, coming from a partner or the public coffers via social assistance. As for the conditions of part-time work, they will only become acceptable when federal and provincial governments, business and unions recognize that, whether full-time or part-time, workers are workers, and as such, deserve fair and equal treatment.

The need for legal recognition and protection of part-time workers is urgent. At the turn of the century, part-time work was almost non-existent, but after women's massive participation in industry during the first World War, part-time jobs started cropping up in an effort to keep skilled female labour on the job market. As female participation in the American work force rose from 18% in 1900 to 45% in 1980, and activity in the retail and service sectors increased, the number of Canadian part-timers jumped from 2.8% of the labour force in 1953 to some 14% or one and a half million workers in 1981. While full-time jobs increased by 11.7% between 1975 and 1980, part-time jobs have jumped by 40.4% in the same period of time, and not just to accommodate working mothers.

Employers have rapidly realized the advantages of part-time employees. In a nutshell, they're cheaper, more productive, more flexible, non-unionized, and unprotected by government legislation. Cheaper because part-timers don't qualify for most benefits which are costly to business. Cheaper because complex jobs can be divided into simpler tasks, paid at minimum wage. Cheaper because no overtime and no missed time is paid. More productive because shorter work hours mean less fatigue, higher concentration...and flexible, because part-timers will work evenings, nights, weekends and holidays. In a profit-oriented economy in a recession, part-timers are a "steal".⁽²⁶⁾ And part-timers may be even more "useful" to industry in the future. As the production and operation of microelectronic equipment increases, women may be solicited into these jobs on a part-time basis, purportedly to make use of our fabled manual dexterity,⁽²⁷⁾ while protecting us from "micro-stress" and our double-role of primary care-giver and marginal worker in Canadian society.

This increase in part-time work may, however, be useful to at least three groups within our society. Part-time permits young adults to acquire work experience while completing their studies. Part-time may permit handicapped people to integrate more easily into the work force. And older people, approaching the age of retirement, may well appreciate the possibility of continuing their work before - and after - on a part-time basis, that is if and when, federal pension laws are reformed to permit a calculation adapted to their need, as is already done in Sweden.⁽²⁸⁾

However, the fundamental reason why part-time work is on the increase is not to accommodate so-called "marginal" workers, nor is it because the retail and service sectors are expanding, nor because more families now must have two salaries to survive, nor because parents, single or otherwise, must juggle family work responsibilities without community support systems.

The primary reason for the upsurge in part-time is employer benefits, which are permitted by leaky work legislation at both federal and provincial levels, and by union-employer collective agreements which ignore the unequal treatment of part-time workers. And women participate in their own exploitation in the part-time market because their alternatives are few and their responsibilities heavy.

The time has come for society, governments and workplace to recognize that all working people, but particularly parents, and not "just" working mothers, have a double load to carry and as such, need and deserve adequate community support systems such as daycare for children and other dependents. When those conditions exist, parents can concentrate and produce more at work, because their minds are at ease.

Without those conditions, in the actual Canadian context, the government's encouragement of part-time work as an economic strategy would maintain the traditional sex segregation of work in the market place and work in the home, and condemn both men and women to the continuing economic dependance of women. As well, as early as 1968, specialist Jean Hallaire's classic study on part-time work pointed out that promotion of part-time work was a viable economic strategy for an expanding economy in need of workers; ⁽²⁹⁾ deep in the middle of a 1980's recession, we are far from that enviable state of affairs. However, if full-time workers are not available, part-time work could be promoted as a temporary measure to recruit employees for specialized industries such as microtechnology, where skilled workers are - and will be- in short supply, until our government gives top priority to retraining Canada's primary natural resource - its women and men.

Part-time work in North America has grown somewhat like an unstaked tomato plant - productive for the gardener, but disorganized and unhealthy, without support or protection for the source of production. You, the Commission, have the chance to recommend the creation of new legislative structures which will give equal rights and dignity to part-time and full-time workers. You also have the responsibility to situate part-time work within the larger framework of national economic policy and strategy, with their short- and long-term effects on the development of Canada's human resources.

If you give high priority to the equality of women and men in the economic development of our country, then you will recommend strategies to realize that priority. If, however, and I quote a director of British Columbia's Ministry of Economic Development, if "economic development terms of reference are drawn up with the basic assumption that women exist as dependants of men and not as persons responsible for their own economic future, then the studies, planning agreements or development schemes will be such that they deliver programs that validate and reinforce the original dependency assumptions". (30)

And that, respected member of the Commission, is the long-term danger of promoting part-time work as an economic strategy. People living on part-time income must depend on another source of income, either from a partner or social assistance programs. Part-time income is, by its nature, partial, insufficient, and most often inadequate to meet basic human needs; present part-time working conditions - without sick and maternity leave, without insurance and pensions, without promotions or job security - make a mockery of our national creed of equal rights for all....

Although promoting part-time work may appear to diminish unemployment, since part-timers will be counted as employed, such statistical manipulation will mask the real survival problems of the semi-employed. Unemployment may seem to be on the way down, but poverty will be on the rise.

However, the situation of part-timers in the tertiary sector is not to be confused with that of full-time employees in the primary sector who are, in some companies, asked to participate in job-sharing programs to prevent total lay-offs. This concept promises to reduce hardship for many workers, their families, and communities, and we recommend its continued study and testing. (31)

Given a recessionary economy, given the present exploitation of part-time workers as a reserve of cheap labour, given our government's and our population's desire and determination to improve life for part-timers, and to develop economic policies and strategies for the full and effective use of Canada's human resources, we recommend the following changes in attitude, policy and structures:

1. Federal and provincial governments must promote, as their basic economic goal and policy, full employment for all women and men; their objectives may include the gradual reduction of hours in the work week without loss of pay - if studies prove that such action would maintain our productivity and international competitiveness, create more jobs,⁽³²⁾ and contribute to the goal of "balanced lives" for Canadian workers. Their key objective must be the establishment of a national system of day care and family support programs, to permit women and men to participate freely and fully in economic production, both for the nation and for themselves.

Part-time work may be promoted, as a temporary measure, only in sectors of economic expansion, where skilled full-time workers are in short supply.

This part-time promotion should take place only when the Canadian Labour Code and provincial Employment Standards Codes have been reformed in the following ways:

- a) part-time salaries must be at least equal to full-time salaries, for work of equal value, paid on a prorated basis according to hours worked.
- b) part-time workers must have access to the same fringe benefits as full-time workers, at least on a prorated basis, for unemployment insurance benefits, federal and private pension plans, sick leave, holidays, and establishment of seniority. To be effective, certain benefits, such as training courses, life and accident insurance and maternity leave, must be available to part-time and full-time workers on an equal basis. No minimum, or the very lowest of minimums, either in hours or in earnings, should limit the part-timers' right to participate in these fringe benefits which constitute for them, as well as for full-timers, an integral part of their salary and working conditions.
- c) The federal government must initiate a new form of pension calculation to permit senior citizens to work part-time before and after their official retirement age, without pension penalization. For details, I refer you to Sweden's Partial Pension Program, in force since 1976. ⁽³³⁾
- d) Federal and provincial governments must coordinate and extend the limits of part-time earnings to parents of families receiving social assistance, so that these families will not be discouraged from working - as is the case in New Brunswick presently.

e) The federal government should use the services of Statistics Canada to collect more detailed data on part-time workers, their benefits, salaries, working conditions, unionization, etc., so that developments can be seen clearly.

11. Business and industry have key roles to play in offering just working conditions to part-time workers. It is encouraging to see businesses' increased interest in Japanese forms of caring management which stimulate high production, high standards and loyalty in its employees. It is doubly encouraging to see multinational companies in microtechnology put into practice similar advanced management concepts to promote worker and company well-being.

As for part-time workers, industry and business must first and foremost reject the temptation to exploit them, to profit from the weaknesses in government legislation and collective agreements. Business and industry do not need a secondary market of cheap part-time labour in order to turn a profit - but they do need motivated, skilled, productive, loyal employees. Such a work force is available, if employers treat their part- and full-time workers with respect, fairness and equality.

Very thorough studies show that benefits for part-timers may increase company costs by 9%,⁽³⁴⁾ but higher productivity, reduced absenteeism and overtime, all more than compensated for benefit programs.⁽³⁵⁾ It is the responsibility of industry and business, in conjunction with unions and governments, to study and initiate comprehensive benefits packages for part-time workers, and flexible work schedules for full-timers; both strategies could extend production and services, and generate profit, while offering workers the possibility of a more balanced life-style, in which work and social responsibilities can be fulfilled.

Employers also have the responsibility to develop part-time and job-sharing possibilities at all feasible levels of their business- and not only at the bottom- but without jeopardizing full-time positions.

With the use of such management strategies, Canadian society will take a giant step towards achieving higher productivity, greater harmony amongst government, unions and business, and industrial democracy, such as practiced with considerable success for years by certain of our European trading partners.

111. Unions are the first organizations to which workers look for support - and with cause. Historically, part-time workers existed in such small proportions that unions had no reason to recruit them...but conditions have changed radically. With one out of 7 Canadian workers a part-timer, unions must recruit them - not only to protect the most exploited group in the labour market, but also to increase union numbers and union force at the bargaining table.

Unions need to develop negotiating plans to obtain equal salaries on a prorata basis, fringe benefits such as maternity leave and pensions, job security and seniority clauses for part-time, as well as full-time workers.

Unions must also ensure that their members, both female and male, receive equal pay for work of equal value. Until that equality is assured, few couples can afford to permit the husband to work part-time while caring for the children, because the family would then have to depend on the wife's full-time salary - and, as you know, most women are notoriously underpaid. (36)

As well, to promote full-time employment in Canada, unions should continue to study the viability of a reduced work week,⁽³⁷⁾ and parental leave programs, to give more satisfying lives to full-time workers, and to create more full-time positions.

IV. The citizens of Canada have responsibilities, as well, if we are to achieve justice for our workers within a more democratic workplace. Politicians, business and industry all are responsive to public pressure - citizens should call their MP's, unions and employers to promote fair treatment for all workers, and full employment for all Canadian women and men.

If and when federal and provincial government reform their legislation on employment standards, pensions and social assistance; when business and unions implement fair benefits and opportunities for part-timers; when male and female workers receive equal pay for work of equal value, then part-time work will become a positive option - in certain expanding sectors of our economy - for certain groups in our society: the young, the old, the handicapped, the full-timers in need of extra time for education or family responsibilities. With the proposed changes, workers, unions, employers, governments, and our economy are all winners: workers - of more justice, satisfaction and flexibility on the job, unions - of a larger membership and representativity, employers - of a productive, skilled, loyal work force, and governments of a more solid tax base and a more just and thus stable society. The national economy cannot but be improved by these positive changes.

If governments, business and unions continue to reject the fair demands of part-time workers to end their exploitation, both our personal and national economies will lean closer to poverty, and social and economic instability.

But until the federal government situates and limits the employment strategy of part-time work within a national economic policy which gives priority to promoting full-time work for all Canadian women and men, we are in trouble - because part-time work means part-time wages; and that means economic dependency for 1,500,000 Canadian part-time workers - either on partners or on government assistance programs.

Member of the Commission, ideals such as individual and national freedom and well-being are but an illusion if we cannot earn our livings... So, when you submit your report to the federal Ministry of Employment, please make sure that your recommendations aren't shelved, as was the case for the 1980 hearings of the Advisory Council of Employment and Immigration Canada, and for the study on part-time work done for Labour Canada in 1975. ⁽³⁸⁾ ...And in your report, we urge you to recommend rapid action to insure fair treatment for part-time workers, as well as a thorough scrutiny of our national economic policy to ensure that its goal is the promotion of full-time work for all Canadians, regardless of sex.

Thank you very much for your attention this afternoon.

ANNEXE

TABLEAU 1: Répartition des emplois au Canada selon la profession et le régime de travail, pour les années 1975 et 1980.
(Sexes réunis, données en milliers)

Table 1: Full-time & part-time employment by occupation; 1975 & 1980 (sexes combined given in thousands)

Professions	Total		Temps plein		Temps partiel	
	1975 (1)	1980 (2)	1975 (1)	1980 (2)	1975 (1)	1980 (2)
Direction et professions libérales	2.008	2.440	1.849	2.210	159	231
Travail administratif	1.628	1.871	1.404	1.553	224	818
Commerce	1.031	1.105	846	883	185	223
Services	1.131	1.414	880	1.021	251	394
Professions du secteur primaire	621	672	551	581	70	91
Traitement des matières premières	1.470	1.646	1.438	1.601	31	45
Construction	645	650	633	633	13	17
Transports	385	437	368	411	18	26
Maintenance et autres métiers	365	418	328	375	37	43
<u>TOTAL</u>	9.284	10.655	8.296	9.268	988	1.387

Sources:
(1) Statistique Canada, cat. 71-529, tableau 24 p. 107
(2) Statistique Canada, cat. 71-001, tableau 87, décembre 1980
(3) Statistique Canada, cat. 71-001, tableau 87, décembre 1980

*Tableau 2 Répartition des emplois au Canada selon le secteur d'activité / Table 2: Full-time & part-time employment by industry: 1975 & 1980 (sexes combinés, données en milliers)

Secteurs	Total		Temps plein		Temps partiel	
	1975	1980	1975	1980	1975	1980
Agriculture	483	477	415	391	68	86
Autres branches du secteur primaire	220	295	220	296	-	-
Industries manufacturières	1,871	2,105	1,822	2,039	49	66
Construction	603	613	581	584	22	35
Transport, comm. etc...	912	901	778	855	34	46
Commerce	1,637	1,930	1,318	1,430	319	400
Finances, assurances et aff. min.	474	609	440	556	34	52
Services socio-cult., comm. et pers.	2,520	3,079	2,083	2,420	432	659
Gouvernement public	665	747	637	702	28	38
<u>TOTAL</u>	<u>9,284</u>	<u>10,655</u>	<u>8,295</u>	<u>9,268</u>	<u>988</u>	<u>1,387</u>

Sources Statistique Canada, cat. 71-529, tableau 24, p. 107
 Statistique Canada, cat. 71-001, tableau 87, décembre 1990

ENTREPRISES

BÉNÉFICES NETS EN \$ (M\$)

	1977	1978	1979	1980
Algoma Steel	37,530	77,116	--	109,248
Abitibi Papers	36,221	78,345	98,274	83,753
Bethlehem Copper	354	4,449	--	--
Brunswick Mining	2,395	25,616	--	34,124
Cetianese	1,073	7,073	--	22,019
Consolidated Bathurst	27,716	60,700	87,799	122,379
Consumers Glass	3,876	10,765	--	7,026
Denison Mines	27,879	58,241	--	73,699
Domtar	26,800	63,300	83,590	96,674
Falconbridge Copper	7,301	15,058	--	30,333
Inglis Ltd	1,343	3,981	--	2,213
Ivaco	9,755	23,971	--	28,308
Macmillan Bloedel	38,400	100,900	132,237	113,185
Moranda Mines	77,976	135,200	335,784	408,355
Normick Perron	3,155	8,459	--	628
Power Corporation	16,724	45,526	--	104,166
Sherritt Gordon Mine	4,166	15,709	--	28,089

SOURCES: 1977-78: Financial Post, Janvier-Mars 1979

1979: Fortune, 11 août 1980

1980: Canadian Business, juillet 1981

NOTES

- age 1: 1. Gallup poll: 1483 personal interviews with adults over 18 years old, in selected American locations; December 11-14, 1981 - released January 28th, 1982 by Gallup. Princeton, U.S.A.
- age 2: 2. 714,010 single-parent families in Canada in 1980, compared to 559,330 in 1976, (increase of 28%) of which 464,345 or 83% were headed by women. Statistics Canada: Families..., catalogue no. 93-822.
- age 3: 3. Dan Curiak and Harvey Sims, Participation Rate and Labour Force Growth in Canada, (Ottawa: Department of Finance Canada, 1980) Table 16, p.54, as cited by The Canadian Advisory Council on the Status of Women, Part-Time Work: A Review of the Issues, pp. 9-10.
4. Marianne Bossen, Part-Time Work in the Canadian Economy, Ottawa: Labour Canada, 1975, p.4.
5. Evelyn Bayefsky, "Part-Time Work: Policies for Women (and Men)", Canadian Woman Studies, Summer 1982, p.82.
6. Marianne Bosse, op.cit., p.107. Also see Jean Hallaire's classic study, Part-Time Employment: its extent and its problems, O.E.C.D. Paris, 1968, p.100.
- age 4: 7. For more information on job-sharing, in its industrial, commercial and personal aspects, see:
Peter Sadlier-Brown, Work Sharing in Canada: Problems and Possibilities, C.D. Howe Research Institute, Montréal. June 1978.
Stanley D. Nollen, "What is happening to flexitime, flexitour...", Across the Board, April 1980, p.16.
Nancy C. Baker, "Divide and Conquer: How job-sharing works", Working Mother, January 1982, p.14 ff.

8. An example of these "mothers' shifts" is given by Charles E. Kozoll, "More and more companies use part-time employees", Dartnell Institute of Business Research, Chicago, 1979, p.8
9. The 1981 annual average for part-time workers in Canada was 1,477,000 persons, of which 1,064,000 or 72 % were women: Statistics Canada: The Labour Force, catalogue no. 71-001. Part-timers' "actual" average hours per week come from Table 83, "Total and average hours worked per week (all jobs)", The Labour Force, p.108. According to Saskatchewan Labour (Women's Division), citing a "Part-time employment Survey" done by Labour Canada in 1972, some 80 % of part-time workers were paid at or near minimum wage: Part-time Employment, 1978, p.3.
10. Between 1966 and 1973, the ratio of full-time to part-time workers declined in all sectors of Canadian industry, according to Statistics Canada tables compiled by Marianne Bosse, op.cit., pp.16-19. The Conseil sur le statut de la femme (C.S.F.) of Quebec has compiled more recent statistics, showing the continued increase of part-time workers to 13.0 % of the Canadian work force in 1980, particularly in the tertiary sector of the economy: clerical and administrative work, commerce, the service sector and the liberal professions. The C.S.F.'s "Tableaux 1 and 2" are presented in our annex. The Work in America Institute predicts that by 1990, 28 % of the U.S. work force will be engaged in forms of part-time work, while a recent report to Canada's Minister of Employment and Immigration estimated that "if present trends continue, 50 % of all jobs in Canada will be part-time by the end of the century...", Anne Silversides, "Pressure mounts for a new deal for part-time workers", Toronto Globe & Mail. December 7, 1981, p.B5.

11. Harry Mackay, Part-Time Work in Canada, Canadian Council on Social Development, September 1980, p.2, citing from a) Women in the Labour Force: Facts & Figures, 1976 and 1977 editions (Women's Bureau: Labour Canada Ottawa) and b) The Labour Force, July 1978-June 1980, Statistics Canada, catalogue no. 71-001 monthly.
12. Pat Armstrong, "Unemployed & Underemployed: not to mention Underpaid & Overworked", Canadian Woman Studies, Summer 1982, p.43.
13. In 1981, of 1,477,000 Canadians working part-time, 496,000 had worked from 1-5 years at their present workplace, 168,000 had 6-10 years, 98,000 had 11-20 years, and 55,000 had worked more than 20 years part-time with the same employer: Statistics Canada: "Job Tenure", catalogue no. 71-001.
14. Harry MacKay, op.cit., p.2

Page 5: 15. Statistics Canada doesn't discuss poverty, *per se*, but does collect data on families and unattached individuals "below the low-income cut-off level", i.e., who spend more than 62 % of their income on basics: food, shelter, clothing: catalogue no. 13-207. The average Canadian family contains 3.3 members, according to Statistics Canada's 1981 data.

Page 6: 17. Conseil national du bien-être social, La Femme et la Pauvreté, October 1979, Ottawa, p.15.

18. Louise Dulude, "Who needs pensions? Women do!'" Canadian Woman Studies, Summer 1982, p. 31. According to Statistics Canada, in 1980 there was a ratio of 1 divorce for every 3 marriages (800 marriages per 100,000 citizens and 259.1 divorces per 100,000).

19. See note 2.
20. Of the 559,070 single parent families recorded by the Canada Census of 1976, 465,480 families were headed by women, of which 265,110 were not working outside the home: Statistics Canada: "Labour Force characteristics of female heads or spouses", Table 4, p. 108, catalogue no. 71-001.
21. Department of Social Services for the province of New Brunswick, Fredericton.
22. The disadvantages of part-time work for part-time workers are thoroughly documented by numerous studies. Frequently the studies point out that these same disadvantages work to the advantage of the employers involved.

John Goyder stresses that part-time work and career-interruptions are the "important components" in keeping women's income at about half that of men (Income differences between the sexes..., University of Waterloo, 1979, pp. 336-337). According to Professor Frank Reid of the University of Toronto's Centre for Industrial Relations, an American study showed part-time wages at 25-30 % less than full-time, in work of equal productivity (Ann Silversides, op.cit., p. B5).

U.I.C. discrimination against low-paid workers, female part-timers in particular, is documented by Marjorie Cohen, "Unemployment Insurance: the high price of equality", and Pat Armstrong, op.cit., both published in Canadian Woman Studies, op.cit., pp. 34-36 and 42-43. Also see Canadian Advisory Council on the Status of Women, op. cit., p.7.

"Parcelling" and dequalifying jobs to part-time status is discussed by C. Bernier and H. David, Le Travail à temps partiel, 1978, I.R.A.T., p. 3, as cited by the Conseil du statut de la femme du Québec in Le Travail à temps partiel:

une mesure d'égalité en emploi ou d'inégalité en emploi...,
1982, p. 23.

For part-timers' lack of acces to full-time positions, as well as their job insecurity in a recession, see Marianne Bossen, op.cit., p. 93, and Jean Hallaire, op.cit., p. 99.

The lack of union protection for part-time workers is underlined by Nollen, op.cit., pp. 15-16;

According to Saskatchewan Labour, op.cit., p. 3, no Canadian part-timers were unionized in 1972. However, Kozoll, op. cit., p. 9, reports increased American interest in unionizing part-timers, as did Hallaire, op.cit., pp.17-29, in several European countries; it is interesting to note that Hallaire points out the strong opposition to part-time work expressed by Danish trade unions, in particular by the union of female workers - even before 1968. From a survey of 481 American companies using part-timers, Nollen and Martin (Alternative Work Schedules: parts 2 and 3, 1978, pp. 4, 8) report that "only one user out of ten had as much as 10 % of its part-time workers in a union"; 56 % had no labour membership at all, and 41 % had women as the majority of their work force.

A full discussion of all disadvantages relating to part-time work can be found in Jean Hallaire, op. cit., pp. 59-67, Wendy Weeks, ("Part-Time Work: The Business View..", Atlantis, Spring 1980, pp. 84-85, and a pungent example of part-time abuse in the retail industry is given by Stanley Nollen, op.cit., p. 14.

Page 7: 23. Natalie J. Sokoloff, Between Money and Love, 1980, p. 42

24. Ann Silversides, op.cit., p. B5

25. Conseil du statut de la femme du Québec, op.cit. p.6.

26. The advantages of part-time workers for their employers is

well documented by Nollen and Martin, op.cit., part 2, Jean Hallaire, op.cit., pp. 39-46, and Wendy Weeks, op.cit. pp. 72-75

age 8: 27. Jean Hallaire, op.cit., pp. 87, 94, states that because women have "exceptional manual dexterity", they will be in demand "in all industries which tend towards miniaturisation.." Mitel, take note!

28. Birger Viklund, "Work Hours in Sweden", Working Life, Swedish Information Service, September 1978, p. 4.

age 9: 29. Jean Hallaire, op.cit., pp. 10,64-65, 68, 78, 88 *passim*.

30. Eileen Caner, Director, Women's Economic Rights Branch, British Columbia's Ministry of Economic Development, as quoted by Judy Wasylzia-Leis, "Economic Prospects and Policies for Women", Canadian Woman Studies, op.cit., p.116.

age 10: 31. Canadian Labour Congress, Ottawa 1978, as cited by Peter Sadlier-Brown, op. cit., p. 20.

32. For discussion of the pros and cons of reducing the work week, see Swedish publications such as:
a) Working Hours Advisory Committee, International Press Bulletin, June 1979, Swedish Ministry of Labour, Stockholm
b) Swedish Employers' Cofederation, Working Hours-How long and when? April 1978, Stockholm.

age 12: 33. See note 28. Additional information can be obtained through the Labour Councillor's Office of the Swedish Consulate, Ottawa.

age 13: 34. Professor Frank Reid, Centre for Industrial Relations, University of Toronto, as cited by Ann Silversides, op.cit., p. B5.

35. Nollen and Martin, op. cit., p. 4 *passim*.

36. See note 22.
37. Details on Sweden's parental leave program can be obtained from the Labour Councillor's Office of the Swedish Consulate Ottawa.

Page 15: 38. Marianne Bossen, *op. cit.*

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